**INNOVATION ACCELERATOR PROGRAM OVERVIEW**

# **Program overview**

The Innovation Accelerator Program is designed to support faculty and staff from across Penn Medicine Lancaster General Health in their efforts to develop, test, and implement new approaches to improve health care delivery and patient outcomes.

Working closely with mentors from the Center, teams move through three phases of work with the ultimate goal of bringing successful innovations to scale. Since the inception of the program at Penn Medicine in Philadelphia, 30 projects tackling some of health care’s toughest challenges have been funded. Learn more about the structure of the program, and the support teams receive below.

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## Program timeline

July – September: Proposal submission period

October: Winning teams announced

November – April: Phase 1

May – Teams submit Phase 2 proposals

June – May of the following year: Phase 2

May – Teams submit Phase 3 proposals

June – Phase 3 begins (length varies based on project needs)

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## Program phases

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### **Phase 1: It might work.**

In phase one, teams work to better understand the problem, rapidly test potential solutions, and define how to measure success. At the end of phase one, teams present to health system leadership for the opportunity to receive additional investment to take their ideas to scale.

*Duration:* 6 months (November to April)

*Support from the Center:*

* Training: Teams attend a series of workshops to learn high-impact methods for rapidly validating solutions
* Mentorship: Innovation Advisors dedicate 40% of their time to the project
* Funding: Teams have access to up to $10,000 to test and develop their concepts
* Recognition and additional support: At the end of phase one, teams present their work to health system leadership for the opportunity to receive additional investment

*Success criteria for teams:*

* You have defined a meaningful problem space with baseline data and developed an understanding of the key problem drivers.
* You have engaged a working team to develop and test interventions.
* You have set measurable targets for your work.
* You have run a series of small experiments based on clear hypotheses and generated early evidence that you can move the needle.
* You have defined and engaged operational stakeholders who care about the problem you’re trying to solve and are willing to support your intervention once you have demonstrated impact.
* *Deliverables:*
* 30-day mentoring session presentations
* Pitch Day presentation
* Phase two proposal

### **Phase 2: It does work.**

In phase two, teams move from conducting small experiments to testing on a larger scale. Teams are challenged to demonstrate sustained impact and secure the resources and stakeholder support necessary to move their solution towards implementation.

*Duration:* 1 year (June-May)

*Support from the Center:*

* Training: Teams attend a series of workshops to learn approaches and skills for bringing innovations to scale. Topics include: stakeholder engagement and management, business model development, implementation strategy and data analysis.
* Mentorship: Innovation Advisors continue to dedicate time to the project.
* Allocation varies by project.
* Funding: Teams have access to up to $50,000 to move work forward.

*Success criteria for teams:*

* You have tested your intervention at a level of scale that provides the evidence needed for operational stakeholders to invest in further scaling and sustaining your solution.
* You have defined and articulated a business model to support your solution at scale. This includes demonstrating a clear return on investment for the health system, payors, and/or additional stakeholders with the resources to support your intervention.

*Deliverables:*

* Monthly expenditure reports
* 90-day mentoring session presentations
* Updated pitch deck with business case proposal (for operational stakeholders)
* Phase three proposal

### **Phase 3: How we work.**

Leveraging knowledge and momentum from previous phases, teams work with stakeholders to secure the permanent infrastructure necessary for their intervention. Teams “graduate” when they achieve sustainable implementation at scale for their solution.

*Duration:* Varies by project

*Support from the Center:*

* Gap resources as needed (funding, staff support, leadership advising)
* Success criteria for teams:
* You have developed and executed a strategy to operationalize your intervention at scale with resources independent from the Center.
* You have identified clear metrics and an infrastructure for accountability and continuous improvement.

*Deliverables:* Intervention implementation and continuous improvement plan

**PHASE 1 TIMELINE**

**October/November**

* Boot Camp/Program Kick-off
* Leadership Mentor meeting 1

**December**

* Platforms for Innovation workshop
* Leadership Mentor meeting 2
* Design Cycle Report Out 1

**January**

* Data Systems & Analysis workshop
* Leadership Mentor meetings 3-4

**February**

* Health Systems, Finance, and Defining ROI workshop
* Leadership Mentor meetings 5-6
* Design Cycle Report Out 2

**March**

* Storytelling for Impact workshop
* Leadership Mentor meetings 7-8
* Design Cycle Report Out 3

**April**

* Pitch Day Rehearsals
* Pitch Day

**WORKSHOPS**

| Session | Description | Participants | Duration |
| --- | --- | --- | --- |
| Innovation Bootcamp | Kickstart phase one planning through a series of creative, productive, and fun activities. | Whole team | 3 hours |
| Platforms for Innovation | Teams learn about homegrown platforms and applications they can leverage to rapidly test and refine new interventions to improve patient outcomes and health care. | Project champion (others welcome) | 2 hours |
| Data Systems and Analysis | Overview of systems and what’s possible; guidance on when/how teams should utilize CHCI specialists as a resource and how to leverage novel data sets. | Project champion (others welcome) | 2 hours |
| Health Systems, Finance & Defining ROI | Teams will learn how to identify and develop a positive ROI to enable their novel models to grow. | Project champion (others welcome) | 2 hours |
| Storytelling for Impact | Teams will learn how to craft stories to incite emotion and empathy in their audience and move stakeholders to action. | Project champion (others welcome) | 2 hours |
| Pitch Day Rehearsals | Practice and develop pitch | Whole team | 1 hour |

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| Session | Description | Participants | Duration |
| Leadership Mentor | Monthly meetings with Leadership Mentors to discuss strategy and gain insights to next steps | Whole team | 1 hr./mo. |
| Innovation Advisors | Weekly meetings with your Innovation Manager and Design Strategist | Project champion (whole teams welcome) | 1 hr./wk. |
| Design Cycle Report Outs | High-level presentations of the work and outlines of next steps every 30 business-day cycle (3 times total during program + the Pitch Day Rehearsal) | Project champion (whole welcome) | 1 hr./ea. |

**MENTORING**